



# GENERAL FIRE SUPPORT UNIT

MOU Contract 2023-2026

The County  
pays a large portion  
of your healthcare premiums.



## MEDICAL PREMIUM SUBSIDY

*Effective July 12, 2025*

Employee Only	\$234.06
Employee +1	\$467.07
Employee +2 or more	\$628.94

## MEDICAL OPT-OUT/WAIVE

If you have other employer-sponsored group coverage and do not enroll in the County's medical plans, you will receive an extra \$40 per pay period.



## DENTAL PREMIUM SUBSIDY

\$9.46 *(requires enrollment in a County medical plan)*



## VISION

No Cost for Employee & Dependent Coverage

*Benefit rates listed for full-time employees (61-80 hours) per biweekly pay period unless otherwise noted.*

## LEAVE PROVISIONS

<b>Vacation</b>	80-160 hours per year <i>Cash-out option up to 60 hours per year if 80 hours of vacation used in previous year</i>
<b>Sick</b>	3.69 hours per pay period
<b>Holiday</b>	14 + 1 floating per year
<b>Bereavement</b>	3 days per occurrence
<b>Perfect Attendance Leave (PAL)</b>	Up to 16 hours PAL or annual gym membership reimbursement up to \$299

*Employees are our  
most valuable resource.*

## VOLUNTARY PARTICIPATION PROGRAMS

### COUNTY-PAID BENEFITS

#### TOOL ALLOWANCE

\$700/year for Mechanic and Lead Mechanic  
*Effective December 30, 2023*

#### STATE DISABILITY INSURANCE

Premium paid by Employer

#### BASIC TERM LIFE INSURANCE

\$20,000

#### RETIREMENT

##### **SBCERA Retirement Formulas**

*Reciprocity provisions may apply*

**Tier I** 2.0% AT AGE 55  
*Hired PRIOR to Jan 1, 2013*

**Tier II** 2.5% at age 67  
*Hired ON or AFTER Jan 1, 2013*

##### **457(b) Deferred Compensation**

The Fire District will match half of your contribution up to 1% of your bi-weekly base salary after one year of continuous service.

##### **Retirement Medical Trust (RMT)**

###### **County Contribution**

(Based on continuous years of service):

1-less than 5 years = 1.0% of biweekly base salary  
5-less than 10 years = 1.5% of biweekly base salary  
10-less than 15 years = 2.0% of biweekly base salary  
15+ years = 2.5% of biweekly base salary

###### **Sick Leave Conversion**

Upon separation, eligible to convert a portion of your sick leave into the RMT upon attaining 10+ years of participation with SBCERA and or other public retirement system.

**MODIFIED BENEFIT OPTION (MBO)** Certain eligible job classifications have the option to elect the MBO in lieu of the traditional benefit option; refer to your Memorandum of Understanding (MOU) for details.

##### **Supplemental Term Life Insurance**

Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000.

##### **AD&D Insurance**

Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000

##### **FSA**

Pre-tax account for qualified health care expenses up to \$3,300 annually. Employees who select County sponsored Blue Shield Access + or Kaiser Choice HMO plans are eligible for up to a \$10 per pay period match.

##### **DCAP**

Pre-tax account for qualified dependent care expenses up to \$5,000 annually.

##### **529 Savings Plan**

Invest in future educational expenses with tax-free earnings. Contact ScholarShare to enroll.

##### **Combined Giving**

[link.sbcounty.gov/CombinedGiving](http://link.sbcounty.gov/CombinedGiving)  
Give back to the community via one-time or ongoing payroll deductions.

##### **Commuter Services**

[link.sbcounty.gov/rideshare](http://link.sbcounty.gov/rideshare)  
Help the environment, reduce traffic, save money and earn rewards with your commute.

##### **Employee Discounts**

[link.sbcounty.gov/EmployeeDiscount](http://link.sbcounty.gov/EmployeeDiscount)  
Save big at hundreds of national and local merchants.

##### **Wellness Program**

[link.sbcounty.gov/wellness](http://link.sbcounty.gov/wellness)  
Information, resources and rewards to support your healthy lifestyle.

##### **Employee Assistance Program (EAP)**

[link.sbcounty.gov/eap](http://link.sbcounty.gov/eap)  
Confidential expert support and resources available at any time, at no cost to you.

##### **Annual Tuition Reimbursement**

\$500/fiscal year